

ABOUT OUR ORGANIZATION

Healing the Heart of Diversity® is a nonprofit organization specializing in *diversity leadership education*. We are dedicated to creating *sustainable* social change. Established in 1995, our work is recognized nationally for its use of *transformative learning* as a social change process. Our supporters have included the Fetzer Institute, the Ford Foundation, and the David and Lucile Packard Foundation, all of which have funded the development and implementation of our program and change process.

Our purpose is to promote a deeper understanding of diversity issues and diverse relationships; and to foster and sustain change to achieve organization, individual and community goals that contribute to the common good. We do this through a variety of diversity leadership professional development programs.

The goal of these programs is to maximize organizational effectiveness in the workplace and community. All programs are based on principles of change, transformative learning, emotional intelligence, and leadership. They are led by a team of certified facilitators and coaches, all of whom have graduated from our programs.

Participants learn to establish and sustain effective and respectful working relationships that *value differences* and *transcend separation* due to fears, myths, and lack of experience surrounding race, gender, and sexual orientation.

Our unique *diversity leadership development* methodology was designed specifically to support managers and diversity practitioners. It teaches new ways to lead, manage, and sustain high-performing diverse workforces. Participants engage in experiences that support their professional work commitments, while enhancing their team building, interpersonal communication, and leadership skills.

Our *Healing the Heart of Diversity* transformative learning process helps organizations achieve sustainable results. Leaders and managers explore the relationship between their inner beliefs, assumptions, thinking, and their external actions. This personal approach to change makes the difference between *temporary diversity results* and *sustainable change*.

Graduates of our program include executives, middle managers, human resource directors, facilitators, diversity leaders, and educators. Our clients range from Fortune 500 companies to public sector and non-profit organizations.

How We Work With Others

OUR PUBLIC PROGRAMS

Healing the Heart of Diversity® works with organizations, communities, and individuals to transfer its unique approach to creating *sustainable social change*. We do this through a variety of *diversity leadership education* programs, all of which are focused on empowering others to use our *transformative learning process* in their own efforts to create social change.

Our Introductory Programs

- Diversity Breakfast Series
- Diversity Leadership Retreats

Our Advanced Program

- Diversity Leadership Institute

Our Facilitator Certification Program

- Facilitation Leaders Partnership Program

Our Community Program

- Community Legacy Series

All of these programs are open to the public and are specifically designed for HR professionals, diversity professionals, and managers who want to learn the *Healing the Heart of Diversity* transformative learning process. Each program includes participants from a variety of professional backgrounds and personal cultures.

A description of each of these programs can be found on our website at www.leadingdiversity.org

How We Work With Others

OUR PRIVATE PROGRAMS

Healing the Heart of Diversity® works with corporations, public sector, and non-profit organizations to provide a full range of *diversity leadership education* programs that are delivered internally to the organization's staff or Board of Directors.

Key to the design of each of these client-specific educational and consulting programs is an initial assessment of the organization's diversity program and needs, in order to customize the *Healing the Heart of Diversity* process to the organization's goals and objectives. Services provided are our:

- *Diversity Review Audit*™ process. This interactive process moves beyond pencil and paper surveys to create an interactive process to benchmark and track current efforts. The results also stimulate staff recommendations for improvement, increase staff commitment to diversity goals, expand relationship and community building within the organization, and increase effective collaborative work.
- *Transformative Dialogue*™ process. This unique process transfers a key skill learned in *Healing the Heart of Diversity's Diversity Leadership Retreats*. This process helps staff members learn to communicate authentically with individuals of different cultures. It strengthens capacity, internally and among key roles, to keep an organization's diversity efforts moving forward.
- *Diversity Leadership Retreat*. Designed for *in-house* delivery, this process customizes *Healing the Heart of Diversity's* flagship *transformative learning* process for delivery internally to staff, board members, or communities. It is delivered in either a single retreat or as a multi-session program over a longer time span. Organizations implementing this process indicate experiencing a substantial increase in the capacity of staff to communicate and work collaboratively toward common goals.

Further information on these programs can be obtained by e-mailing us at info@leadingdiversity.org or calling 540-343-5192.